



AGENDA
AD HOC COMMITTEE ON DIVERSITY
Friday, April 22, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - March 11, 2016
5. Action/Discussion:
 - A. Presentation – Director of the Ingham County 911 Center
 - B. City Attorney & HRCS Update on the Human Rights Ordinance Chapter 297 Amendments
6. Other
 - A. Updates on Participants in the Committee
7. Adjourn



MINUTES
AD HOC COMMITTEE ON DIVERSITY
Friday, April 22, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:35 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley-excused
Councilmember Jody Washington

Others Present

Sherrie Boak, Council Staff
Guillermo Lopez, Lansing School District
Mark Dotson, Deputy City Attorney
Griffin Rivers
Judi Harris, St. Vincent
Stephen Purchase
Mary Ann Prince
Tammy Lemmer, Tri County Office on Aging
Rafael Marivez, MSU and Sparrow
Lance Langdon, 911 Center Director
Eric Webber, President Fire Fighters Union
Mr. Marivez

Introductions

Minutes

MOTION BY COUNCIL MEMBER WASHINGTON TO APPROVE THE MINUTES FROM MARCH 11, 2016. MOTION CARRIED 2-0.

Human Rights Ordinance

The Committee started the review of draft #4 dated April 22, 2016.

Mr. Langdon arrived, so the Committee moved to the 911 Center presentation.

PRESENTATION – Director of the Ingham County 911 Center
Council Member Wood informed Mr. Langdon why he was invited.

Introductions were made by the members of the Committee.

Mr. Langdon began with the emphasis of informing the public of the critical need for “Location of Emergency” because some calls are not made from the exact location of the incident, and some cell phone locations are not identified as the specific location either due to the tower. Therefore the public needs to understand that 911 will continue to ask for the location of the emergency.

Mr. Langdon talked about the advantages of signing up with SMART911 which is a free service and provides dispatch operators with important information that they can pass along to the EMS staff.

Ms. Harris asked if their online registration for SMART 911 offers an option to note what the caller’s language is or second language is. Mr. Langdon confirmed they can create a profile and share whatever information they wish. The beginning process of the profile they are asked what language they want to complete it in, however he would have to double check to see if there is an option later in the profile that allows for a second language category. There is an option that allows them to state that 911 will need an interpreter. It will take 2-3 minutes for 911 to obtain an interpreter if one is needed.

Mr. Marivez asked questions on the number of bi-lingual employees, number of employees who are interpreters, and their recruiting processes. Mr. Langdon stated they do not have any bi-lingual employees, and they use an interpreter hotline where they can assistance within 2-3 minutes. The center is constantly recruiting thru job fairs, and Ingham County job postings, however it is hard to get applicants. The job requires 12 hour shifts, mandatory overtime, and they provide service 365 days a year. They have made attempts to obtain employees who are military veterans or the handicapped and they are not getting those applicants either. Mr. Marivez offered his assistance. Mr. Webber suggested they work with Michigan Works. The group also suggested to Mr. Marivez that they add “bi-lingual preferred” to the posting.

Ms. Prince asked if 911 Center was at one location and the number of employees. Mr. Langdon confirmed they are all in the same place, and they currently have 4 dedicated and other staff for overflow per shift. Ms. Prince then invited everyone present to an interfaith event on May 1st at the United Methodist Church from 3pm – 5 pm.

Council Member Washington asked where someone can apply for jobs, and Mr. Langdon informed the group of the website, 911.ingham.org, and stated they are currently filling 7 vacant positions. There are currently 12 applicants that have made it through the process from the original applications of 37. There is a rate of 2 out of 5 staying in the position.

Mr. Rivers asked about the recruitment of minorities, and Mr. Langdon agreed they are looking for more to apply.

Mr. Webber questioned Mr. Langdon background. Mr. Langdon stated he was and EMT Lieutenant, the Director of dispatch center in East Lansing prior to the Ingham County 911 Center, is EMS Manager certified and has the job experience. Mr. Webber than asked what the turnover rate is and if they have considered shift schedule changes. Mr. Langdon stated there

is a 20% turnover rate, and the union contract dictates the 12 hour shifts. He has approached the union on a change, however the union didn't want. Most overtime is 4 hours, but he prefers to allow them only 2 hours. Mr. Webber then asked if 911 advertises their jobs outside of Ingham County, and Mr. Langdon acknowledged they have presented at Baker College and Oakland Community College where they are creating dispatcher classes. Mr. Marivez suggested creating one bi-lingual position in each shift.

Council Member Wood asked if 911 Center employees belong to the CARES program to offer assistance for stress training. Mr. Langdon confirmed they do, and also do training with the 911 Institute.

Council Member Wood explained a complaint the many in the neighborhoods voice when call in the 911 Center regarding drug dealing in the area. A very common response from the operators has been "how do you know it is a drug deal." Mr. Langdon stated he would address this matter with the dispatch operators.

Council Member Wood concluded by suggesting everyone present provide Mr. Langdon with their business cards and invite him to their events.

Human Rights Ordinance –Continued

Council Member Wood referred everyone to page 20 that addressed the investigation and hearing phase, noting that at the last meeting Dr. Jackson Johnson noted she had a concern with the existing Ordinance that she recently reviewed and therefore wanted it addressed before the amendments were adopted.

Mr. Dotson confirmed he spoke to Dr. Jackson Johnson and she was not she was objecting to the whole concept, and did get a commitment that her department will be involved with process. They will accept the complaint and then do a preliminary investigation. If it goes any further then the hearing officer will be assigned. Council Member Wood added to the details that HRCS will not be the hearing officer, nor is it the recommendation from Law that the City Attorney office be the hearing officer either. So Law is looking at leaving the terminology and continue to work with HRCS and the Committee Chairperson at the potential of hiring and representation of a hearing officer. Therefore the Committee at this time is looking for a motion adopt Draft #4, but not place on a Council agenda until the hearing officer option has been determined.

Mr. Purchased pointed out that another unanswered question the group had was the definitions of bullying and the confirmation of those. Council Member Wood agreed that Mr. Abood was also supposed to be looking into that, and Mr. Dotson did not have an answer on that, therefore this topic will be addressed by Law at the May 13th, 2016 meeting. Mr. Dotson asked that Mr. Purchase submit the language to Ms. Boak and she can forward to Mr. Dotson.

Council Member Wood informed the Committee that the Committee on Public Safety will be meeting onsite at 3200 S. Washington on May 6th at 6:30 p.m.

Mr. Lopez presented a financial update on the recent Cesar Chavez event, with a total cost in kind and expense \$1,018.99.

Other

Ms. Lemmer stated that the TCOA is developing a 3 year plan.

Mr. Webber stated that on May 23, 2016 the Detroit Lions alumni will play in a benefit basketball game against the Lansing Fire Fighters at Johnson Field House.

Adjourn

Adjourn at 12:58 p.m.

Submitted by, Sherrie Boak, Council Office Manager

Approved by Committee on May 27, 2016

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NOTES

AD HOC COMMITTEE ON DIVERSITY

Friday, March 11, 2016 @ 11:30 a.m.

Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:35 a.m.

Committee Members

Councilmember Carol Wood, Chair

Councilmember Patricia Spitzley-excused

Councilmember Jody Washington- arrived at 11:37 a.m.

Others Present

Sherrie Boak, Council Staff

Al Salas, Southside Boys & Girls Club

Guillermo Lopez

Mark Dotson, Deputy City Attorney

Joseph Abood, Deputy City Attorney

Griffin Rivers

Kathy Miles

Stacey Locke, Peckham

Stephen Purchase

Sandy Wolfe, Peckham

Jim Bale

Guadalupe Costillo

Alivi Cuella

Karl Delgado

Ken Lane

Human Rights Ordinance

Council Member Wood provided an overview of the procedure done so far, including the public hearing. It was noted that when the ordinance came back to the committee after the public hearing the Committee received communication from Dr. Jackson Johnson with HRCS stating she had concerns on the complaint process. It was noted from the last meeting these concerns included the hearing officer. The Committee recommended at the February 28th meeting that she meet with the City Attorney to review the ordinance.

Mr. Abood acknowledged the efforts by the Committee, and noted it is important that the ordinance is meaningful. The City Attorney office did send to HRCS and HR to review for

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certain provisions that could affect their department, and Dr. Jackson Johnson had issues with items that affected her department. The City Attorney office was then given the task to review with Dr. Jackson Johnson to alleviate or make recommendations on how to remove the issues to make the ordinance meaningful. Mr. Abood apologized and admitted that he was not able to meet with Dr. Jackson Johnson, however is continually working on the ordinance. Mr. Abood concluded by stating his hopes to have changes by the next meeting. Council Member Wood asked if the City Attorney would sign off on the proposed Human Rights Ordinance without those issues being cleaned up, and Mr. Abood stated no. Mr. Abood then introduced Mr. Dotson as the new Committee City Attorney. Council Member Washington acknowledged Law for their efforts and agreed that things needed to be done right.

Mr. Lopez pointed out that there is currently a Human Rights Ordinance on the books. Mr. Abood acknowledged that and stated he had asked Dr. Jackson Johnson how the past cases were resolved and she was checking on those. Council Member Wood pointed out that there was one that was never investigated. As a Council perspective, there was no knowledge out there, and therefore do we keep promoting that we cannot enforce. Mr. Abood stated that there has not been an issue with complaints yet, however that is why they want to make the mechanism meaningful and enforceable.

Ms. Locke noted her frustration to the group that Dr. Jackson Johnson admitted at the last meeting when she was hired she was not aware of the details of the ordinance, and Ms. Locke is now asking for Council to enforce transparency moving forward.

The Committee discussed what direction Council can take, direction they can give to Departments, and the goal that once an ordinance is passed the City Attorney would advise any affected departments if there are sections that impact them and their duties. Council Member Washington inquired into if Council can request this be a part of the annual training. Mr. Abood noted there is a new hire orientation, however there is no requirement that departments go thru annual training.

Mr. Purchase reiterated the situation from 2015 where there was an incident and human rights concern at a CATA bus station. That person did file a complaint with the HRCS Department. There is hope that the ordinance will provide an entry point for people. Council Member Wood added that the person in this situation did contact the City Attorney office also and was told to contact the prosecutor's office. Mr. Abood admitted that was the wrong direction and he will inform his staff. Council Member Wood gave Mr. Abood and Mr. Dotson the deadline of April 22, 2016.

Introductions

Cesar Chavez Event Steering Committee Update

Mr. Lopez the group on the Cesar Chavez event on April 8th event which will be chaired by Committee on Ad on Diversity. This will include a program at noon and then a reception afterwards in the Council Chambers. The steering committee is finalizing the program and flyer. The flyer will be distributed to the group the week of March 14th for distribution.

Mr. Delgado and Mr. Salas provided an update on the Cesar Chavez event on March 26th.

Ms. Wolfe provided an example of cyber bullying and inquired if the Committee could do anything. Council Member Wood confirmed there is nothing in the ordinance currently, and Mr.

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Aboud confirmed adding that even if it was define he was not sure if it would extent to this example.

Council Member Wood reminded the group of the next meeting dates, those being April 8th for the Cesar Chavez event, and April 22nd when the 911 Center will be coming to speak to the group. At that time the City Attorney office should also have the updates on the Human Rights Ordinance.

MINUTES

MOTION BY COUNCIL MEMBER WASHINGTON TO APPROVE THE MINUTES FROM FEBRUARY 12, 2016 AS PRESENTED. MOTION CARRIED 2-0.

MOTION BY COUNCIL MEMBER WASHINGTON TO APPROVE THE MINUTES FROM FEBRUARY 28, 2016 AS PRESENTED. MOTION CARRIED 2-0.

Other

Adjourn

Adjourn at 12:30 pm

Submitted by, Sherrie Boak, Council Office Manager

Approved by Committee on _____